

College Student Aid Commission Facts – FY '12

<http://www.iowacollegeaid.org>



General Information

Address: Clemens Building
200 Tenth Street, 4th Floor
Des Moines, IA 50309

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 44	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 9.07
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Span of Control: 8.60	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	9	<25	0	45-54	2	# of Females:	30	# of Males:	14
25-34	12	55-64	8	25-34	2	55-64	1	% of WF:	68.18%	% of WF:	31.82%
35-44	13	65+	1	35-44	0	65+	0	Average Age:	43.80	Average Age:	42.67
Employee Average Age: 43.44				Supervisor Average Age: 44.64				Average Length of Service: 9.27		Average Length of Service: 8.66	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	4	# of Non-minorities:	40	# African-American:	1	# of "did not respond":	0
% of Workforce:	9.09%	% of Workforce:	90.91%	# Asian/Pacific Island:	2	% of Workforce:	0%
Average Age:	41.61	Average Age:	43.63	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	7.59	Average Length of Service:	9.22	# Hispanic or Latino:	1	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	4	# of Persons With No Disabilities:	37	# of "did not respond":	3
% of Workforce:	9.09%	% of Workforce:	84.09%	% of Workforce:	6.82%
Average Age:	51.83	Average Age:	42.82	Average Age:	39.99
Average Length of Service:	5.95	Average Length of Service:	9.51	Average Length of Service:	7.89

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 32	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 4	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 4.55%	Hire Rate: 6.82%	Number Hires: 3	Transfer In: 0
Retirements: 1	All Terminations: 1	Voluntary Quits: 0	Transfer Out: 0

# of Classes Used: 24	Most Populous Classes: Administrative Assistant 1 (6), Training Specialist 1 (6), Program Planner 3 (5)		
Separations - By Class:	Accountant 2 (1), Training Specialist 1 (1)		
# Eligible for Retirement:	8 in next 5 years	% Eligible: 18.18%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$25,246.13	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$2,663,410.66	Avg. Base Salary: \$58,989.89	Overtime Days Worked: 2.9
Overtime Cost: \$967.29	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$180,839.03	Vacation Days Earned: 827.8	Vacation Used Expense: \$157,247.67	Vacation Days Taken: 736.7	
Sick Leave Days Earned: 772.1	Reg. Sick Leave Used Expense: \$97,295.44	Reg. Sick Leave Days Used: 461.3	Converted Sick Leave To Vacation Days Used: 80.5	
Sick Leave -Earned Value: \$166,456.39		Avg. Sick Leave Days Per EE: 10.48	Converted Sick Leave To Vacation Used Expense: \$22,066.20	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 2 Up (Vacant): 1 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$7,966.40	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$2,199.63	Funeral Days Used: 11.7	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012